

2/27  
D. J. J. J.**Competency Assessment**

PA001

Contact Shared Services at 1-888-500-5999 if you need assistance completing this form.

**Employee Information**

Name: Douglas W Baillie Date: 01/23/2001  
 Branch: Cincinnati  
 Pay Band: 7 Job Title: Branch Manager  
 Employee Updated Date: 02/07/2001

**Universal Competency Assessment****Results Orientation**

Employee Rating: 4

Achieves results through accurate and timely decision-making according to established standards and/or change processes that ensures Chubb's reputation as a quality, service oriented and value-added organization.

Comments: *Crisp focus on results → Needs to translate to profit*

**Customer Focus**Employee Rating: *4.5*

Delivers quality products in a timely manner, meeting or exceeding expectations.

Comments: *Very O/S focused*

**Teamwork**

Employee Rating: 4

Works effectively with others to help create an open and supportive environment. Capitalizes on collaboration and diversity of thought to achieve Chubb's goals.

Comments: *Emp Survey → strong result. Regional Team needs direction - hasn't gotten it.*

**Leadership**Employee Rating: *2.5*

Influences others to positively contribute to and support vision, values, diversity initiatives, and business strategies of Chubb.

→ \* Comments: *Critical area for year 11. True vision here. Sometimes short changes dialogue / message delivery on key issues*

**Communication**Employee Rating: *2.5*

Creates and sustains an environment in which information flows freely in a clear, concise and direct manner.

→ Comments: *looking for more concise / audience awareness in communication*

**Coaching/Developmental**Employee Rating: *4.5 advanced proficiency 2.5*

Provides assistance to others through sharing expertise, providing constructive feedback and giving encouragement to help others better handle current and new tasks, develop confidence and competencies and deliver needed results.

Comments:

→ *H.R. results not there yet. Need more consistency - need of top performance.*

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Exhibit X

**Domain Competency Assessment****Branch Manager Domain****Business Development**

Employee Rating: 4

Develops and maintains the mix of business which results in meeting or exceeding growth and profit goals.

Comments: High marks here

**Financial Management**

Employee Rating: 3

Manages all financial aspects of the business including planning, expenses, pricing, premium growth, profitability and income.

Comments: Profitable record yet to be established

**Operational Management**

2.5

Employee Rating: 4.5 advanced proficiency

Leads and maintains continuous influence over a broad spectrum of business activities demonstrating depth and breadth of necessary skills and knowledge to meet/exceed goals.

Comments: Schedule engaged - inconsistent interest

**Human Resources**

Employee Rating: 3

Establishes and manages relationships with others that enable each individual and team(s) to maximize potential.

Comments: Results?

Employee Rating:

Comments:

Employee Rating:

Comments:

**Approval Section**

Does this Competency Assessment require Next Level approval?

Yes

Does this Competency Assessment require any additional approvers?

No

Recommender  
Employee  
Acknowledgement

Name:

Date:

Name:

Date:

Comments:

Next Level

Name:

Date:

Sr Salary Committee Name:

Date: